**B.  AMENDMENTS TO THE CLAIMS**

1.  (Currently Amended) A method of reducing employee resources through a planned resource reduction, said method comprising:

identifying a surplus skill group;

creating ~~at least~~ one or more evaluation ~~template~~ templates for the identified skill group, wherein each evaluation template includes one or more review factors; [[and]]

storing the evaluation templates in a data store[[.]];

selecting an employee for surplus evaluation;

retrieving employee data corresponding to the selected employee, wherein the employee data includes a skill group for the selected employee;

locating one of the evaluation templates corresponding to the retrieved skill group;

evaluating the selected employee using the located evaluation template; and

storing the evaluation of the selected employee in a second data store.

2.  (Cancelled)

3.  (Currently Amended) The method as described in claim 1 wherein the creating further comprises:

retrieving one or more pre-existing evaluation templates; and

copying one or more pre-existing review factors from the pre-existing evaluation templates to one of the evaluation ~~template~~ templates.

4.    (Currently Amended) The method as described in claim 3
      wherein the retrieving further comprises:
      receiving a skill group identifier from a user;
      comparing the skill group identifier to a plurality of
           stored identifiers, wherein each stored identifier
           corresponds to [[a]] one of the stored evaluation
           template templates; and
      identifying the pre-existing evaluation templates from the
           plurality of stored evaluation templates based on the
           comparison.

5.    (Original) The method as described in claim 1 further
      comprising:
      storing the evaluation templates in a database managed by a
           database management system.

6.    (Original) The method as described in claim 1 further
      comprising:
      receiving one or more job levels corresponding to the
           identified skill group; and
      creating one of the evaluation templates for each skill
           group and job level combination.

7.    (Original) The method as described in claim 1 further
      comprising:
      receiving a skill group identifier from a user;
      retrieving one of the evaluation templates based on the
           skill group identifier;
      modifying at least one of the review factors included in
           the retrieved evaluation template in response to one
           or more modification requests; and
      storing the modified evaluation template in the data store.

8.    (Currently Amended) An information handling system
      comprising:

      one or more processors;

      a memory accessible by the processors;

      one or more nonvolatile storage devices accessible by the
            processors;

      an employee resource planning tool to plan employee
            reductions, the employee resource planning tool
            including:

      means for identifying a surplus skill group;

      means for creating ~~at least~~ one or more evaluation
            ~~template~~ templates for the identified skill
            group, wherein each evaluation template includes
            one or more review factors; [[and]]

      means for storing the evaluation templates in a data
            store[[.]];

      means for selecting an employee for surplus
            evaluation;

      means for retrieving employee data corresponding to
            the selected employee, wherein the employee data
            includes a skill group for the selected employee;

      means for locating one of the evaluation templates
            corresponding to the retrieved skill group;

      means for evaluating the selected employee using the
            located evaluation template; and

      means for storing the evaluation of the selected
            employee in a second data store.

9.    (Cancelled)

10. (Currently Amended) The information handling system as
described in claim 8 wherein the creating further
comprises:
means for retrieving one or more pre-existing evaluation
templates; and
means for copying one or more pre-existing review factors
from the pre-existing evaluation templates to one of
the evaluation ~~template~~ templates.

11. (Currently Amended) The information handling system as
described in claim 10 wherein the retrieving further
comprises:
means for receiving a skill group identifier from a user;
means for comparing the skill group identifier to a
plurality of stored identifiers, wherein each stored
identifier corresponds to [[a]] one of the stored
evaluation ~~template~~ templates; and
means for identifying the pre-existing evaluation templates
from the plurality of stored evaluation templates
based on the comparison.

12. (Original) The information handling system as described in
claim 8 further comprising:
means for receiving one or more job levels corresponding to
the identified skill group; and
means for creating one of the evaluation templates for each
skill group and job level combination.

13. (Original) The information handling system as described in
claim 8 further comprising:
means for receiving a skill group identifier from a user;

means for retrieving one of the evaluation templates based
on the skill group identifier;

means for modifying at least one of the review factors
included in the retrieved evaluation template in
response to one or more modification requests; and

means for storing the modified evaluation template in the
data store.

14.    (Currently Amended) A computer program product stored in a
computer operable media for reducing employee resources
through a planned resource reduction, said computer program
product comprising:

means for identifying a surplus skill group;

means for creating ~~at least~~ one or more evaluation ~~template~~
templates for the identified skill group, wherein each
evaluation template includes one or more review
factors; [[and]]

means for storing the evaluation templates in a data
store[[.]];

means for selecting an employee for surplus evaluation;

means for retrieving employee data corresponding to the
selected employee, wherein the employee data includes
a skill group for the selected employee;

means for locating one of the evaluation templates
corresponding to the retrieved skill group;

means for evaluating the selected employee using the
located evaluation template; and

means for storing the evaluation of the selected employee
in a second data store.

15.    (Cancelled)

16. (Currently Amended) The computer program product as described in claim 14 wherein the creating further comprises:

means for retrieving one or more pre-existing evaluation templates; and

means for copying one or more pre-existing review factors from the pre-existing evaluation templates to one of the evaluation ~~template~~ templates.

17. (Currently Amended) The computer program product as described in claim 16 wherein the retrieving further comprises:

means for receiving a skill group identifier from a user;

means for comparing the skill group identifier to a plurality of stored identifiers, wherein each stored identifier corresponds to [[a]] one of the stored evaluation ~~template~~ templates; and

means for identifying the pre-existing evaluation templates from the plurality of stored evaluation templates based on the comparison.

18. (Original) The computer program product as described in claim 14 further comprising:

means for storing the evaluation templates in a database managed by a database management system.

19. (Original) The computer program product as described in claim 14 further comprising:

means for receiving one or more job levels corresponding to the identified skill group; and

means for creating one of the evaluation templates for each skill group and job level combination.

20.   (Original) The computer program product as described in
      claim 14 further comprising:
      means for receiving a skill group identifier from a user;
      means for retrieving one of the evaluation templates based
          on the skill group identifier;
      means for modifying at least one of the review factors
          included in the retrieved evaluation template in
          response to one or more modification requests; and
      means for storing the modified evaluation template in the
          data store.